



**ADVANCE OPPORTUNITY.  
ACHIEVE EQUITY.**



**Turning Commitment into Action  
Racial Equity Cohort for Arts & Culture Organizations  
Cohort #1 – 2015**

Registration opens: April 13 at 9 am

Registration closes: April 21 at 5 pm

Training capacity: 2 -3 participants from 12 – 15 arts and cultural organizations.

**Please carefully read the registration requirements, below.** Each person should complete their own registration. On the registration, you will be asked to name the one or two other people from your group who are participating.

**For questions about this training and registration, please contact:**

Between April 7 – 15<sup>th</sup> at 12 pm

Diana Falchuk – [diana.falchuk@seattle.gov](mailto:diana.falchuk@seattle.gov) 206.684.5282

Between April 15<sup>th</sup> at noon and April 21<sup>st</sup> at 5pm

Kathy Hsieh – [Kathy.hsieh@seattle.gov](mailto:Kathy.hsieh@seattle.gov) 206.733.9926

**Training Description**

The Office of Arts & Culture is thrilled to partner with the Office for Civil Rights (SOCR) to ensure that the arts and cultural sector is a prominent part of the broader regional effort to build racial equity. This learning cohort, which begins with a two-part training, is designed to give groups the tools they need to turn their commitments to building racial equity – both within their organizations and through their work in and with community – into actions for tangible change. *Turning Commitment into Action* is part of the Community Institute for Racial Equity.

Participants will build their analysis and use a racial equity assessment to identify personal and organizational power, and targeted strategies to achieve racial equity. They will then develop a plan to create racial equity within their groups and through their work with artists, audiences, partners and communities.

This learning cohort includes the following required sessions:

- Two full-day training sessions with 3 – 4 hours of work in-between, the bulk of which will be done with the other people from your group: Friday, May 15, 8 a.m. – 6 p.m.; Friday, May 29, 9 a.m. – 5 p.m., both sessions will be at El Centro de la Raza.
- A check-in session to explore tools and learn from peers' successes and challenges: Wednesday, July 15, 1 p.m. – 5 p.m.
- A final session to assess progress and plan adjustments to strategies and tactics: 4 hours, fall 2015, TBD.

### Objectives

- Examine how race is socially constructed.
- Understand the manifestations and impacts of institutional and structural racism in our communities and specifically within the arts and cultural sector.
- Understand your own and others' social identities and social positions, and why we're approaching equity through the lens of race.
- Explore how we can create the change needed to build racial equity. What does it mean to be a change advocate? What does it take for groups/institutions to change and/or to sustain racial equity as their core work?
- Identify perceived and real barriers to racial equity in arts and cultural organizations and the sector as a whole.
- Articulate a clear, compelling story for your group's evolution that you can share with stakeholders, including co-workers and others connected with your group.
- Use an assessment tool to understand the steps your group must take to address race-based disparities and build racial equity.
- Hear from local leaders who have led and participated in racial equity change processes: What worked? What didn't? What were the most important lessons learned?
- Incorporate what you've learned to outline your plan to build racial equity.
- Receive feedback and peer support on plan implementation – successes and failures forward.
- Learn about tools and other resources for ongoing support.

### Registration requirements

Groups must meet all of the following registration requirements. Those who do not will be screened out. Each person in the group must complete their own registration.

1. The executive director or person with that level of authority must sign the [Organizational Commitment Form](#). This states that the organization will develop, implement and track progress on the racial equity plan created through this learning cohort.
2. Each group must send 2-3 people who are able to participate in the entire training and work together for up to 3 hours in-between the sessions. These people will need to be able to support each other's work as agents who create and sustain change within the organization. These people must include:
  - At least one organizational decision-maker in a leadership position who is able to authorize implementation of planned changes and hold accountable all levels of the organization.

- One to two others who are situated in different areas of your organization with access to complementary resources and levers to make/sustain change and/or support historical commitments to racial equity. (Participants should not be from the same division or area of the organization [e.g. all from the executive's office, board or a particular department]. This is particularly relevant for larger organizations.)

In addition, these people must be able to meet together for a total of 3 – 4 hours (not necessarily consecutive) between the first and second training sessions. (We highly recommend scheduling this time in advance of the first training.)

3. Participants do not need to have any previous training on race and racism; those who do are encouraged to attend and share their experiences and knowledge with the group.
4. Participants must be able to dedicate time during and after the training to develop and/or expand and implement a plan to build racial equity within their group and in their group's work with community.

### **Pre-registration Checklist**

1. Read the registration requirements carefully.
2. Share the cohort description and registration requirements with your executive director or group leader. Make sure the executive director or person with that level of authority signs the Organizational Commitment Form. (For groups with a horizontal leadership structure, please designate someone to sign the form on behalf of the group.)
3. Select and confirm which two - three individuals from your group will participate before completing the registration form. Make sure each person is able to attend all hours of each of the first two training dates and the follow-up session six weeks later. If someone is not able to attend, we ask that you select another person who can attend all sessions, or wait to participate in a future cohort. Additional cohort dates will be announced soon.